

Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

HQ (and below)

For 1st Quarter 2015 for period ending December 31, 2014

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2015Thru12-31
	2010	2011	2012	2013	2014	
Number of Complaints Filed	704	1055	759	625	792	198
Number of Complainants	691	1022	728	612	775	198
Repeat Filers	9	31	27	13	15	0

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2015Thru12-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2010	2011	2012	2013	2014	
Race	272	612	323	257	349	87
Color	92	154	123	99	169	40
Religion	28	38	33	18	50	8
Reprisal	265	316	357	272	352	82
Sex	244	263	273	220	338	73
PDA	0	0	5	5	2	2

National Origin	95	120	98	69	119	25
Equal Pay Act	2	7	11	2	2	2
Age	204	258	236	193	241	62
Disability	168	220	203	162	219	63
Genetics	0	0	6	1	4	1
Non-EEO	13	15	22	16	14	4
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2015Thru12-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2010	2011	2012	2013	2014	
Appointment/Hire	38	53	50	47	80	22
Assignment of Duties	58	73	77	68	65	10
Awards	12	15	15	13	65	1
Conversion to Full-time	2	1	1	0	1	0
Disciplinary Action						
Demotion	2	5	8	0	2	1
Reprimand	51	60	76	43	66	19
Suspension	33	29	36	36	40	7
Removal	13	10	13	5	15	3
Other	0	0	0	0	0	0
Duty Hours	9	12	15	12	17	3
Evaluation Appraisal	26	29	46	30	29	10
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	273	325	294	253	324	108

Sexual	31	30	34	26	48	7
Medical Examination	6	4	2	0	2	2
Pay (Including Overtime)	19	14	29	20	30	4
Promotion/Non-Selection	144	464	130	91	140	35
Reassignment						
Denied	10	10	7	4	10	3
Directed	19	13	12	30	24	6
Reasonable Accommodation	40	48	36	31	44	10
Reinstatement	1	1	0	0	1	0
Retirement	3	7	5	2	2	0
Termination	64	80	85	53	59	8
Terms/Conditions of Employment	66	56	88	59	71	20
Time and Attendance	21	26	22	18	26	5
Training	27	18	24	11	24	6
Other	6	2	0	0	11	0
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2015Thru12-31
	2010	2011	2012	2013	2014	
Complaints pending during fiscal year						
Average number of days in investigation	154.99	263.57	297.39	300.48	231.88	198.18
Average number of days in final action	113.84	62.72	63.42	75.36	148.20	231.71
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	18.89	266.44	283.98	291.95	239.09	219.52
Average number of days in final action	37.04	39.74	35.45	40.84	94.08	58.20

Complaint pending during fiscal year where hearing was not requested															
Average number of days in investigation			246.99		257.69		321.33		313.12		219.89		184.63		
Average number of days in final action			164.30		83.62		85.06		97.42		235.45		285.94		
Complaints Dismissed by Agency				Comparative Data											
				Previous Fiscal Year Data								2015Thru12-31			
				2010		2011		2012		2013				2014	
Total Complaints Dismissed by Agency				168		4		65		5		112		68	
Average days pending prior to dismissal				83		417		119		441		64		74	
Complaints Withdrawn by Complainants															
Total Complaints Withdrawn by Complainants				57		75		76		68		62		5	
Total Final Agency Actions Finding Discrimination				Comparative Data											
				Previous Fiscal Year Data								2015Thru12-31			
				2010		2011		2012		2013				2014	
				#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings				4		5		8		1		8		1	
Without Hearing				0	0	2	40	0	0	0	0	0	0	0	0
With Hearing				4	100	3	60	8	100	1	100	8	100	1	100
Findings of Discrimination Rendered by Basis				Comparative Data											
				Previous Fiscal Year Data								2015Thru12-31			
Note: Complaints can be filed alleging multiple bases.The sum of the bases may not equal total complaints and findings.				2010		2011		2012		2013				2014	
				#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings				4		5		8		1		4		0	

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Assignment of Duties	0	0	1	33	1	13	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	1	13	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	1	25	1	33	3	38	1	100	1	25	0	0
Sexual	0	0	0	0	1	13	0	0	3	75	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	2	25	0	0	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	2	25	0	0	0	0	0	0
Reasonable Accommodation	0	0	1	33	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Termination	1	25	0	0	0	0	0	0	1	25	0	0
Terms/Conditions of Employment	0	0	1	33	1	13	0	0	0	0	0	0

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Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	1	50	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	0	0	0	0	0	0	0	0	0	0
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data											
	Previous Fiscal Year Data					2015Thru12-31						
	2010	2011	2012	2013	2014							
Total complaints from previous Fiscal Years	700		0	0	0	637	1085					
Total Complainants	616		1216	1699	1627	587	1015					
Number complaints pending												
Investigation	18		341	388	460	28	205					
ROI issued, pending Complainant's action	4		8	20	1	3	39					
Hearing	236		268	360	439	463	594					
Final Agency Action	43		27	41	76	157	224					
Appeal with EEOC Office of Federal Operations	232		0	0	0	155	193					
Complaint Investigations	Comparative Data											
	Previous Fiscal Year Data					2015Thru12-31						
	2010	2011	2012	2013	2014							
Pending Complaints Where	87		667	837	865	37	46					

Investigations Exceed Required Time Frames						
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